

Improvement Objective

IO 3 - Sustain Employment Opportunities

Outcomes:

1. Growth/maintain in opportunities for local residents to improve their skills to enable them to gain and maintain employment (particularly with worklessness and education programmes).
2. Maintain/protect number of jobs through provision of grants and specialist advice to business
3. SME's supported and trained so not disadvantaged by competing for Authority business

A greener place Man gwyrdach



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2012/13 - Year End Performance Report

Most of the activities listed in the action plan are continued from 2011-12 and progress is positive in each case. However, the background for this work is an ongoing and perhaps deepening recession. Unemployment remains at a high level – the number of people in the County Borough claiming Jobseekers Allowance is almost 6,000, which is not monitored under the Improvement Objective. The number of Employment Support Allowance claimants can be seen to be dropping (by nearly 5% during the past 18 months). However, this can be attributed to the process of re-assessment being undertaken by Jobcentre Plus and Department for Work and Pensions.

Despite this grim economic climate, there are a number of encouraging activities and programmes, which form the basis of the Council (and partners') response. The EU funded projects – Genesis 2, Bridges into Work, Working Skills for Adults and Essential Skills in the Workplace – have all provided a very important support mechanism to help people gain and sustain employment, although the latter project has only recently commenced. In addition, the Council's Traineeship Scheme continues to provide significant opportunities for local people. This project has led to the development of the Passport Programme, which will commence in April 2013 and will result in a considerable increase in the number of young people supported.

With regard to private sector job creation and safeguarding, the Council's Business Enterprise Support Team continues to provide advice, guidance and grant support for local businesses. This includes encouraging businesses to trade online and this is assisted by the development of the GO2 My Town project, which has already developed an online portal for businesses in Bargoed and Rhymney. The project is on track to have the service in place for five other towns in 2012-13 (all five went live by October 2012) and the Council is also seeking funding to roll out the project in other parts of Wales.

For the future, a significant opportunity to impact on regeneration as a whole has emerged in 2012. As a result of the positive response to the tenants survey (Feb '12), the Council is now developing activities to maximise the impact of Welsh Housing Quality Standard investment to sustain, create and support new employment and training opportunities.

Over the past few years, a significant problem facing the public sector, has been the engagement of Small to Medium Size Enterprises (SME's) with regards to supporting and assisting the delivery of Authority business. To encourage and stimulate SME interest in working with our Authority, we have now established a 'Supplier Relationship Officer' based within the Procurement Department, who is dedicated to the development of local business, particularly SME's. We have also completed some preparatory work in readiness to deliver a number of awareness sessions, workshops, advisory and support events, between October 2012 and June 2013 in the hope to stimulate interest and further engagement in local (supplier) contracts.

Some key achievements recorded between April and Sept 2012 have been:

- 125 supplier contracts awarded to local businesses.
- 347 local businesses invited to tender for contracts.

In conclusion, the local economy remains in a fragile state, but there are a number of important successes and ongoing activities, which are having a positive impact. This will be built on during 2013, when we develop proposals for the next round of EU funding (2014-20).

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Risks /Threats

Title	Original Date	Original RAG	Original Likelihood of occurrence	Original Impact	RAG	Likelihood of occurrence	Impact	Comment
1. Impact of recession. (Job Oportunities - economic climate).	01 Apr 2011	◆	3	5	◆	3	5	As reported previously, activities are focused on securing more job opportunities in the private, public and voluntary sectors. The Business Enterprise Support Team continues to provide advice and grant support for local businesses and the Council's new Passport Programme, Communities First work clubs and existing ESF funded projects shows how CCBC is striving to minimise the ongoing impact of the recession.
2. Risk of business failure	01 Apr 2011	◆	3	5	◆	3	5	No change to the Q3 update, i.e., the Business Enterprise Support Team continues to provide timely advice, guidance and financial support to local businesses in an effort to safeguard existing jobs and create new opportunities. The economy remains fragile and some local businesses are demonstrating the adverse effects.
5. CCBC's only opportunity to directly engage in the Work Programme rests with Fast Forward's efforts to glean a subcontract. This may be unsuccessful	01 Apr 2011	◆	3	5	◆	1	1	In 2011-12, re Fast Forward failed to obtain Work Programme subcontracts, but has worked on three small contracts with Jobcentre Plus. These will conclude in 2012-13, with the likely result that the unit will then close. There is no ongoing likelihood of CCBC engaging in Work Programme delivery, but there will be ongoing monitoring of the Programme's delivering organisations, via the Training and Education Forum. With effect from 2012-13, this risk no longer applies.
6. A potential risk has emerged European social funds projects.	01 Apr 2011	◆	3	5	◆	1	1	In 2011-12, re ESF projects have been reprofiled in the light of the Work Programme decision, so this risk is no longer applicable.
7. The effects of the recession have an adverse impact in terms of unemployment, economic inactivity and job creation	01 Apr 2011	◆	4	5	◆	4	5	This risk remains high as job creation levels are not sufficient to adequately tackle the high levels of unemployment and economic inactivity.

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Actions

Title	Comment	Overall Status	% Complete	RAG
01. Promote the local funding opportunities	All grant funding was delivered due to the successful promotion.	Complete	100	➔
02. Support the development & start up of rural businesses via Rural Development Plan funding	Officers continue to work with local rural businesses and a total of three grants were offered in 2012-13. The project is ongoing and will conclude during 2013-14 as per the original plan.	In Progress	80	➔
03. Develop the SEE group, with additional representation from Work Programme contract-holders	The Training and Education Forum is now well established and includes members from most education and training providers active in the County Borough. This was completed 10/11. Therefore, this action has now been successfully completed.	Complete	100	➔
04. Seek new and innovative ways to engage people onto employment support programmes	<p>ESF funded projects continue to provide much needed support, local work clubs are operating near to or at capacity and the Passport Programme, building on the success of the Apprenticeship/Traineeship scheme, was introduced in March 2013 and has already achieved 50 placements. A strong partnership with the private sector (Caerphilly Business Forum) is integral to this early success.</p> <p>One significant issue for 2013-14 is how the Council and partners can deal with the large number of people completing their two years on the Work Programme - the success rate of the programme to date is much lower than anticipated, with less than 5% finding employment and CCBC officers are in ongoing discussions to support Jobcentre Plus in providing appropriate support.</p>	In Progress	90	➔
05. Develop community based work clubs & community education and training classes	The number of operational work clubs has reduced to 13, as a response to demand. However, these are all operating at or near to capacity and this element of the objective is therefore deemed to be completely successful.	In Progress	100	➔
06. Work with Partners across HOV to co-ordinate regional approach to employment	The ESF project leads group continues to meet regularly to support existing projects. In terms of new development, SEWDERB has established a set of ten Task & Finish groups, who are now developing proposals for the next round of EU Funding 2014-20. One of these groups focuses on skills development and worklessness.	In Progress	50	➔

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Actions

Title	Comment	Overall Status	% Complete	RAG
07. Implement HOV Endure project	GO2 project now has all 7 sites live and is now adding business data	Complete	100	⊖
08. Provide independent free IT support and advice to businesses	This is an increasingly important part of business development.	Complete	100	⊖
09. Introduce Regeneration Champions for each of the Priority Activity areas described in action plan.	This action was completed in 2011-12, re Regeneration Champions now in place for each of the eight priorities set out in the Regeneration Strategy. They have reported periodically to Regeneration Scrutiny Committee on progress and are engaged in reviewing and revising the content of the Regeneration Action Plan in 2012-13.	Complete	100	⊖
10. Streamline and improve payment settlement processes.	This action was reported as completed for the year ending 2011/12, with a result of paying our creditor invoices within an average of 13.92 days. In 2012-13 the target of 13 days was also achieved. Our challenge remains to sustain and possibly improve this further in the future.	Complete	100	⊖
11. Include clauses on Targeted Recruitment and Training into public sector contracts.	This action was completed in 2011-12. All £1m+ contracts now include TR & T clauses.	Complete	100	⊖
12. Establish apprenticeship scheme	We reported that this action was completed at the year end of 2011/12. The apprenticeship scheme was introduced in 2011 and ran successfully until the introduction of the new Passport Programme in March 2013. Passport has already successfully filled 50 placements, many via a strong partnership with Caerphilly Business Forum.	Complete	100	⊖

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Actions

Title	Comment	Overall Status	% Complete	RAG
13. (12/13) The successful launch of the GO2 Bargoed site in 2011-12 provides a model for future development of similar websites for other towns	The number of businesses joining is on track with our business model	Complete	100	➔
14. (12/13) Maximise the value of work towards achieving the Welsh Housing Quality Standard			0	

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Evidence

Period	Title	Actual	Target	Interventio	RAG	Result 12 Months Ago	Comment
Q4 12/13	ai) BES - Number of offers of financial assistance to local companies	186.00	120.00	80.00	■	167	Monitored Quarterly and Accumulative Q4 = 37 Q3 = 39 Q2 = 60 Q1 = 50
Q4 12/13	a ii) BES - Number of new business start-ups supported by the Authority	77.00	21.00	15.00	■	34	Monitored Quarterly and Accumulative Q4 = 15 Q3 = 15 Q2 = 25 Q1 = 22
Q4 12/13	bi) RDP - Number of offers of financial assistance to local companies	3.00	4.00	0.00	■	11	A total of 3 offers were made in 12/13 due to limited funding but an additional £40k was added to the grant fund during the year. Already 2 local businesses have been supported in April 2013.
Q4 12/13	bii) RDP - Number of new business start-ups supported by the Authority	0.00	1.00	0.00	■	4	No eligible start ups approached the grant scheme for funding during the year. A number of new businesses are supported through the work of the RDP Team but not through financing. Officers are currently working with 2 potential start ups.
Q4 12/13	Employment Support Allowance (ESA) Number of Claimants ESA+IB	11980.00	12500.00	12800.00	■	12970	The target has been achieved, but this should not necessarily be regarded as an improvement because of people moving into employment. Much of the reduction is as a result of the DWP/JCP review of ESA claimants, which resulted in fewer people being eligible for the benefit. Most have not gone on into employment as a result.
Q4 12/13	Number of adults participating in Genesis 2 project	1185.00	1020.00	920.00	■	1110	We are working as part of a consortium to deliver this project. The project has been re-profiled due to lack of funding and this has led to lower targets for 12/13 for all partners. Because we have already achieved this target we will provide additional support to existing project participants during 12/13.
Q4 12/13	Number of adults participating in the Bridges into Work project	3314.00	2281.00	2150.00	■	2659	Actual cumulative figure for the year end.
Q4 12/13	Number of adults participating in the Essential Skills in the Workplace Project	8.00	22.00	20.00	■	N/A	Under performance due to one company withdrawing and other learners finding new employment.
Q4 12/13	Number of adults participating in the Working Skills for adults project	1726.00	1765.00	1600.00	■	1214	Accumulative figure to the end of the academic year.

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Evidence

Period	Title	Actual	Target	Interventio	RAG	Result 12 Months Ago	Comment
2012/13	Number of Apprenticeship opportunities filled (IP)	132.00	90.00	60.00	-	162	<p>October Update: The 2012-13 target is lower than the result achieved in 2011-12, as the team is preparing to introduce the new Passport Programme in April 2013, which will see a significant increase in the number of people supported. However, the scheme continues to succeed, with 68 new opportunities filled in the first six months of 2012-13. It should also be noted that many of the 162 placements filled in 2011-12 remain in place. As part of the Outcome Agreement No 3, the original target was to achieve an accumulative result of 150 by 2012/13.</p> <p>End of Year Update: The number of apprentice opportunities filled is lower than the actual, as that figure represents the total number of placements filled (apprenticeships and work placements). The actual number of apprenticeships filled in 2012-13 was 33. The Passport Programme Launch date was 5th April 2013. As at 31/3/13 we have had 127 people referred onto the Passport programme, 56 people were in an unpaid work placement and target by Dec 14 is to create 40 new apprenticeship opportunities.</p>
Q4 12/13	Number of jobs created by (LIF) grant schemes	139.00	102.00	75.00	-	72	<p>Monitored Quarterly and Accumulative Q4 = 47.5 Q3 = 41 Q2 = 44.5 Q1 = 6</p>
Q4 12/13	Number of jobs safeguarded (by Grant Schemes)	1130.50	500.00	400.00	-	1451	<p>Monitored Quaterly and Accumulative Q4 = 365 Q3 = 204.5 Q2 = 504 Q1 = 57</p>
Q4 12/13	Number of town centres engaged in GO2 (Digital Business Network)	7.00	5.00	3.00	-	2	All 7 GO2 sites have been set up and are fully operational.
2012/13	Percentage of business start ups (survival) still trading after 1 year (IP)	87.00	85.00	75.00	-	87	<p>Annual figure. The survival rate is consistent year on year.</p>
Q4 12/13	Time taken to pay invoices to local small & medium size businesses (accum - Number of days)	12.78	13.00	15.00	↑	13.92	